

Solidarity

Zine

**Showing support
and
messaging
colleagues and
friends affected
by layoffs from a
Solidarity Framework**



Knowing there was a layoff at your organization or place of work, can feel HEAVY.

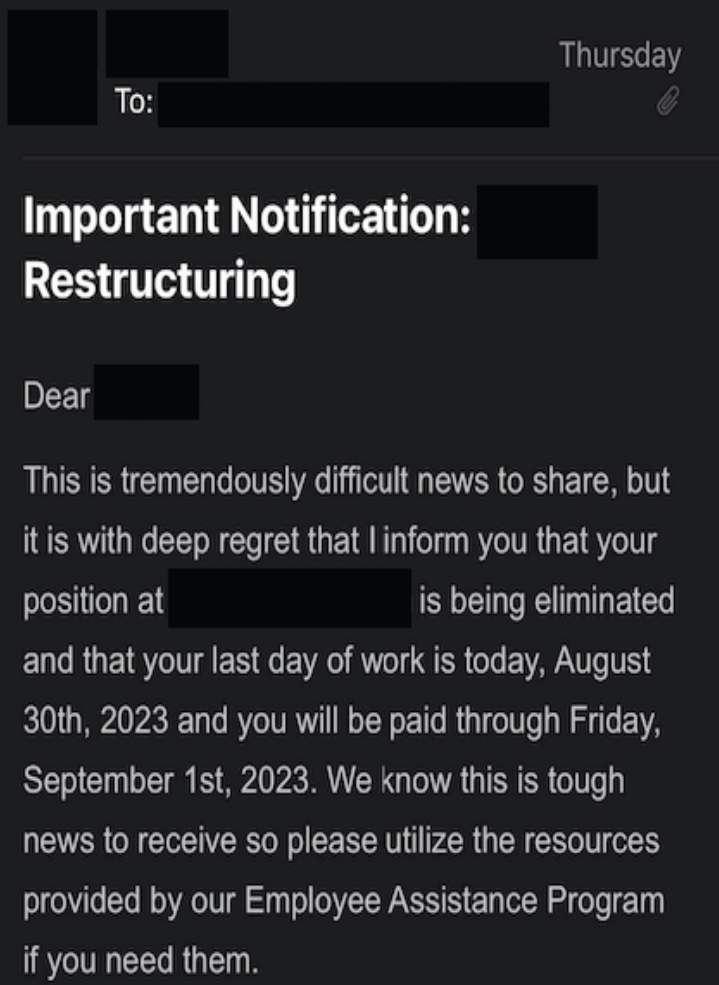
Suvivors Guilt usually kicks in and paranoia can also be triggered.

The following are actual messages received by groups of folks affected by a layoff or friends consoling one another.

Some examples of Solidarity.



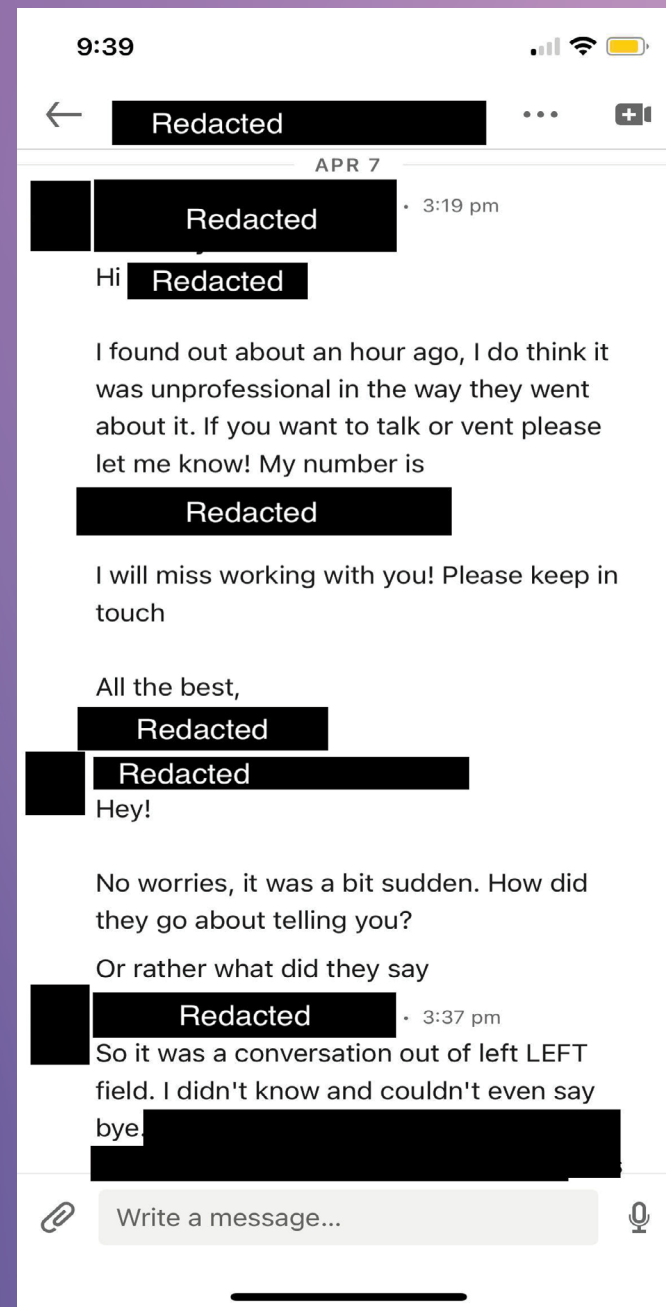
Hiring processes usually take weeks sometimes a month and sometimes MONTHS. The lay off process can happen almost immediately.



**Immediate response to a layoff
might include shame,
sense of failure,
and confusion.**



**That's when community and
solidarity is important.
Even by a simple act of checking in.**



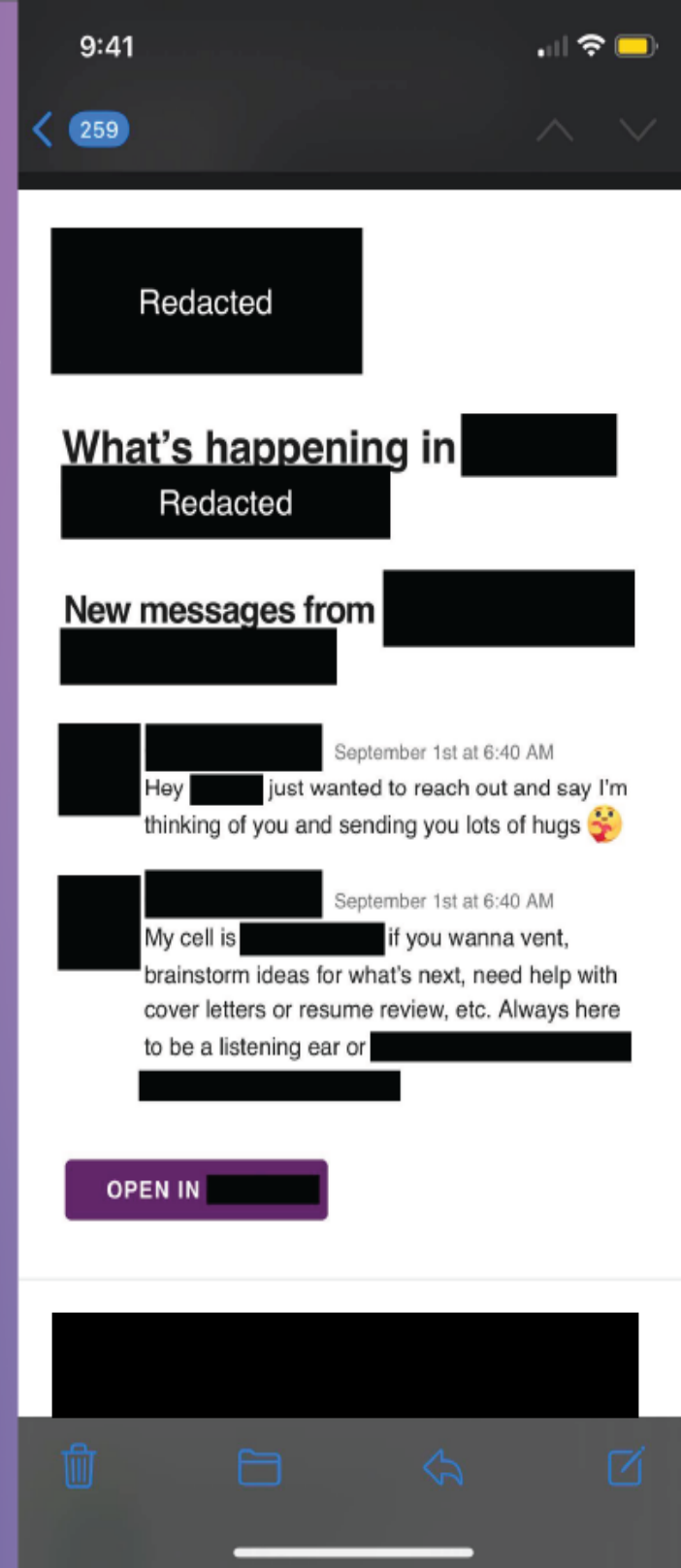
REDACTED

We're blurring out any identifiers
to protect personal identities
and
to protect any
important brand reputation.

REDACTED

REDACTED

Even
colleagues
not
impacted
can still
show
solidarity



9:40



Solidarity shows us colleagues affected still check in with each other and can find out more about the situation



You have



FRIDAY

• 1:57 pm

Hey [redacted] just wanted to check in! I don't think many people know who was affected by the layoffs but I was caught up 😞



Message request accepted

• 1:57 pm

Anyway I just wanted to say thank you for your presence and being a great team mate!



• 1:57 pm

Awwww Thank you so much

9:41



You haven't connected with [redacted]



The more colleagues check in with each other the more they can learn about what happened and happens next



• 1:58 pm

OMG NO NOT YOU TOO

• 1:59 pm

Yeah!!



• 1:59 pm

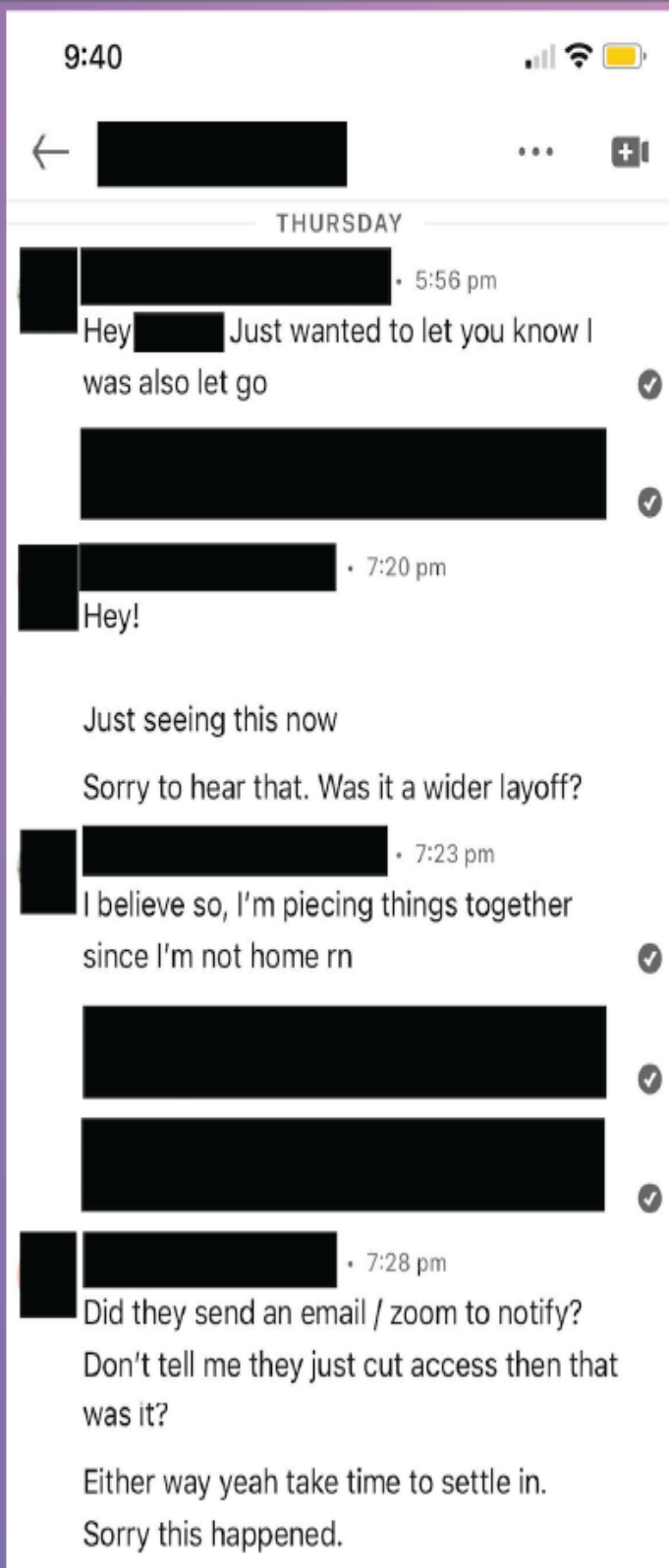
I thought you were safe omg

• 1:59 pm

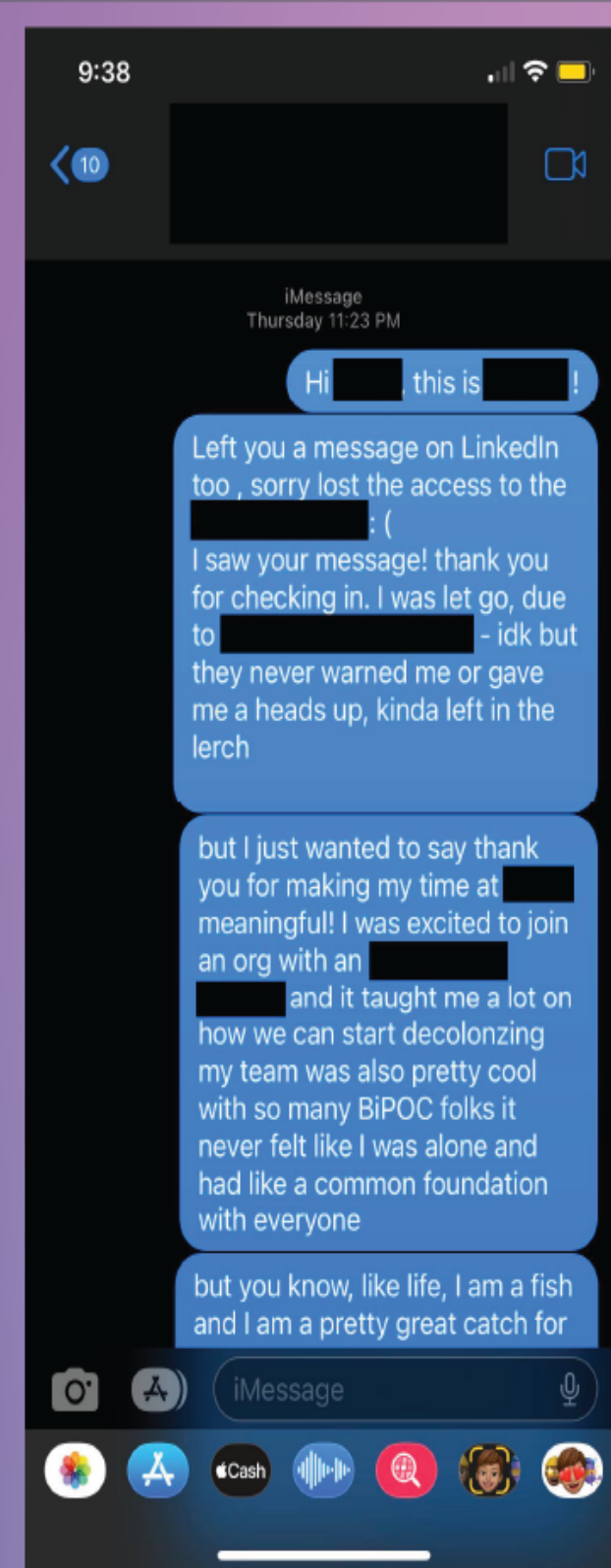


I'm so sorry [redacted]

**Solidarity
also looks
like
checking in
with
previous
colleagues
and
catching
them up**



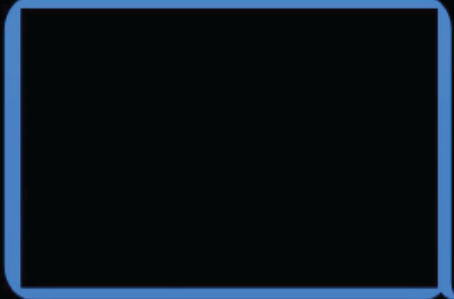
**Solidarity
shows up in
many
different
forms.
Here is an
example of a
message you
can use if
have been
affected by a
lay off**



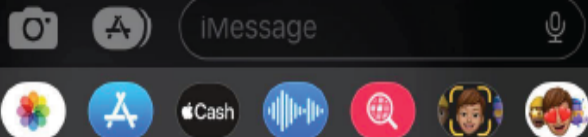
9:38

< 10

but I just wanted to say thank you for making my time at [redacted] meaningful! I was excited to join an org with an [redacted] and it taught me a lot on how we can start decolonizing my team was also pretty cool with so many BiPOC folks it never felt like I was alone and had like a common foundation with everyone



You can always count on me as well! if there's any orgs or sectors you want to be in! Recommendations and glowing reviews of what an awesome person you are! let me know! In solidarity 🙌



9:38

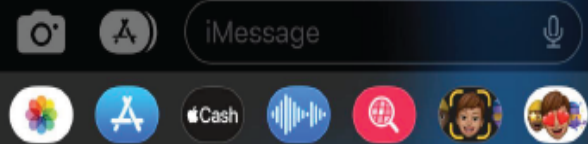
< 10

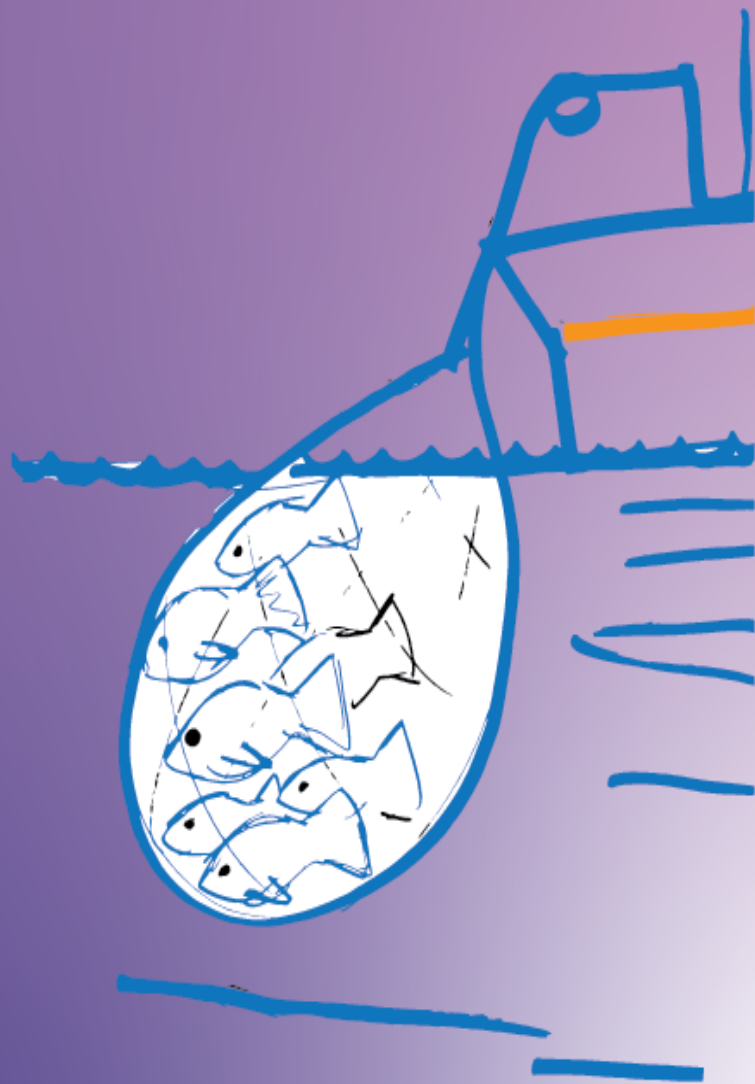
[redacted] ! Thanks so much for reaching out. I wanted to make sure to keep in touch with you. I'm so grateful to have met you and thank you so much for being active with me about decolonizing spaces like [redacted]

I am also affected and had merely hours to get all the things off my laptop and say goodbye to my coworkers.

Oof, I wonder if it was union targeted?

I am sorry to hear that [redacted] :(





Solidarity is not only seen in non-profit, private, public sector jobs. Solidarity is a force of nature. As seen fish can not pull the net alone.

Through solidarity they can flow out of the net and into safer waters.

**In Solidarity with anyone
who was affected by
non-human centered layoffs**